

Facility changes are in store



Oaks Correctional

As a way to maximize efficiencies and assure adequate bed space for Level IV prisoners, the Department of Corrections is instituting some changes in the classification of the Ionia Maximum and Oaks correctional facilities.

Ionia Maximum Correctional Facility is being transformed into a Level V maximum-security facility. This change will allow 31 additional inmates to be housed there. Two units are remaining administrative segregation, one unit will be a transitional unit for new arrivals while two units will

house Level V general population prisoners.

Oaks Correctional Facility has been downgraded from a Level V to a Level IV facility in an effort to eliminate a shortage of Level IV beds. An additional 480 prisoners will be transferred to Oaks and double bunking will be implemented in the current single cells.

Additional changes are underway as Governor Jennifer Granholm works to further stretch the corrections budget by proposing the closure of Western Wayne Correctional Facility. Prisoners at the Western Wayne Correctional Facility, a minimum-security female prison located in Plymouth, are being relocated to the current site of the Huron Valley Center, a psychiatric hospital for convicted felons with serious mental illness, located in Ypsilanti and operated by the Department of Community Health, under contract with the DOC. The Huron Valley Center is moving to the adjacent DOC-run Huron Valley Correctional Facility, a close- security male prison located next door to



Ionia Maximum

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Huron Valley

Center in Ypsilanti. The prisoners currently housed at the Huron Valley Correctional Facility would be transferred to open beds at other correctional facilities across the state.

Western Wayne Correctional Facility has the highest per diem operating cost of any minimum-security facility in the state. Huron Valley Center, which opened in 1994 on the grounds of the former Huron Valley Women's Facility, has been vastly underutilized in recent years and has the available space to house the entire population of

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Facility changes

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Western Wayne Correctional Facility.

In addition, since Huron Valley Center was originally constructed as a female correctional facility, very little physical plant changes are needed. By converting Huron Valley Center back to a correctional facility and relocating prisoners currently housed at Western Wayne Correctional Facility to the site, the DOC can expect significant savings in operation costs. The changes are expected to be completed by October 2004.

“We plan to keep staff informed of the progress every step of the way,” said Director Patricia L. Caruso. “It was a difficult decision to close the Western Wayne facility and I know it will impact a great many people in the department. I want to assure everyone that we are working diligently to minimize the disruption to staff as much as possible.” *J.Y.J.*

Additional budget recommendations



Governor Jennifer Granholm's fiscal year 2005 budget proposal recommends some additional changes that could affect the department. However, it is important to remember that the proposal must be approved by both houses of the legislature where significant changes could occur.

The budget proposal includes:

- Changes to existing sentencing guidelines to help delay the need to build more prison beds. The recommendations do not alter the Truth in Sentencing law but will bring probation violators into existing sentencing guidelines structure and make adjustments to sentencing guidelines for certain crime classes. An adjustment of \$2.9 million will be allocated through Community Corrections programs.
- A combination of strategies including the closure of the Western Wayne facility, security adjustments through increased use of technology, revisions to the inmate transportation system, health and dental efficiencies, continuation of the hiring freeze, consolidation of various functions and administrative savings will save the department nearly \$45 million.
- An adjustment of \$3.5 million will fund 154 beds in privately-operated community residential programs for female parolee placement in an effort to improve success on parole. This initiative will avert the need to construct additional prison beds for female inmates.
- \$2.3 million will be used to hire additional parole and probation staff to safely supervise the thousands of additional probationers and parolees in the community.
- \$5.9 million is earmarked for the testing and treatment of Hepatitis C within the prisoner population.
- Operational efficiencies in the prisoner medical and dental care program will yield \$1 million in savings.
- Funding will continue for the operation of the 480-bed Youth Correctional Facility.
- A total of \$1.1 million is scheduled for a new employee school. The funding will train up to 277 new recruits to staff new prisoner beds opening during 2004 and 2005 and to fill corrections officer positions that become vacant due to retirement and normal attrition.

In budget news from other state departments, the proposal includes an additional \$1 million for the Michigan State Police to help decrease the DNA backlog so criminals can be brought to justice as soon as possible.

Additionally, new federal homeland security funds in the departments of State Police and Military and Veterans Affairs will be used to detect, prepare for, protect and respond to any threat of violence to the residents of the state. In total, the Governor's budget includes over \$60 million to support homeland security efforts and \$52 million to address bio-terrorism threats. *J.Y.J.*

What did you say about Vision and Values?



State employees attended a total of 2,141 sessions of vision and values training. A full 96 percent of all state workers or 50,843 completed the program. The Department of Corrections held 680 sessions, second only to the Family Independence Agency's 700 and reached 17,000 employees or 96 percent of the corrections workers.

As you may remember, each employee was asked to comment about the program. Half of the 17,000 DOC employees had positive comments about vision and values training while 39 percent offered negative comments. The remaining 11 percent said they were confused about the training.

Overall, state agencies registered positive comments from 58 percent of those attending, negative comments came from 39 percent and only three percent expressed some confusion. In a breakdown by size, it appeared that smaller agencies listed the most positive remarks.

Each state employee was asked to provide input on several questions.

What is one thing the Director could do to support the Values?

Common threads among the suggestions to all the directors centered on communication, recognition, accountability, employee involvement and respect.

- Internal communications focused on explaining decisions and changes; encouraging top down and bottom up communication and communication between agencies; and timely and frequent communication to all employees.
- Recognizing employees was suggested by providing direct positive feedback to employees; creating new or additional formal employee recognition programs and expanding existing programs.
- Visit and listen was a request to spend time at work sites, hold face to face meetings with employees and explain big decisions to the employees before telling the public.
- Focus on tools and technology by upgrading legacy systems, not compromising quality, safety and security because of the budget; providing employees with basic tools and eliminating barriers with DIT.
- Involve employees in decisions by understanding how decisions impact lower-level employees, solicit staff input into the decisions that affect them; and encourage employees to seek innovative means for customer service.
- Improve workload balance by providing adequate staff to do the work expected or modifying expectations; looking honestly at the processes that work and those that don't; and eliminating or improving inefficiencies which will free up staff.
- There was a call for accountability; to hold yourself and employees individually accountable and not promising more than can be delivered.
- Promote our department by influencing public perception, telling of employee successes, advocating for us and being vocal when our department is attacked in the media.
- Fight for us in budget cuts and exempt federal-funded programs from budget and staffing reductions and educate the legislature about the value of programs.
- Employees asked their directors to lead with integrity and do what is right regardless of political pressure.

All department heads are compiling action plans to address situations within their department. Regular reports and additional evaluation results will be reported in future *3.Y.1* issues on a regular basis.

"I'm studying the results of the vision and values comments very carefully," said Director Patricia L. Caruso. "We will be taking steps to implement programs and procedures that enhance these values as well as focus on the things that we are already doing well." *3.Y.1*

Perfect weather for a quick dip



C/O Pat McGough



C/O Tim Anderson

Corrections staff are a hearty bunch and on Saturday, February 7, three employees from the Thumb Correctional Facility (TCF) braved the freezing temperatures to prove it. They took an arctic plunge for a good cause. It was the annual Polar Plunge for Special Olympics held at Haithco Park in Saginaw and the event raised \$10,000 for Special Olympics.

Eric Thomas, TCF Special Activities Director, was instrumental in collecting \$1,600 from TCF staff through cash donations and the raffle of a donated afghan and 30 days use of the Deputy Warden's parking spot. A group of friends and co-workers turned out at the event to cheer on the team of Capt. Rich McCall, C/O Tim Anderson and C/O Pat McGough. *7.4.7.*



Captain Rich McCall



The team from left, C/O Tim Anderson, Captain Rich McCall and C/O Pat McGough

Keep your heart healthy— a message from your Employee Health and Wellness team

Since we celebrate Valentine's Day in February, it's appropriate that this month is also set aside to learn more about our hearts. Since 1963 Congress has required the President to proclaim February as "American Heart Month." The American Heart Association works with the administration to educate people about heart disease and offers risk assessments and free information online at www.americanheart.org or by calling 1-800-AHA USA1 (242-8721). Coronary heart disease (a condition in which the arteries are "plugged up" by a substance called plaque), enlargement of the heart, valve abnormalities, rhythm irregularities and birth defects are all causes of heart disease. Coronary heart disease is what we'll focus on in this newsletter since it is our nation's number one killer.

High cholesterol levels, smoking, diabetes, high blood pressure, inactive lifestyle, obesity and stress can all contribute to coronary heart disease. Our sedentary lifestyles and poor diets have led to its increase in recent years. We now have so many modern conveniences that we've become a nation of physically inactive people. And we eat too much fast food, too little fiber and few of us get our 5-9 servings (per day) of fruits and vegetables that are essential for good health. Industrial hydrogenation of liquid fat (a process that increases shelf life) has added something called Trans fat to our diets. This acts like saturated fat and raises "bad" cholesterol which in turn can build up in your arteries. Many products such as crackers, cookies, peanut butter and snack foods have this toxic fat. Look for the words *partially hydrogenated* and try to limit or avoid this in your diet.

Of course there are cases of heart disease in people that have very healthy habits. But this isn't the norm. The majority of coronary heart disease is caused or made worse by our lifestyle choices. We believe that if you can improve your eating and exercise routines, you can live a healthier and happier life.

Lifestyle changes that can greatly reduce your risk in developing heart disease include:

- ☐ Moderate exercise. Thirty minutes daily is recommended and walking is an excellent choice. Get your family involved in seasonal sports to teach your children good health habits. Work in a bit of exercise on breaks or at lunch.
- ☐ If you smoke...QUIT. Many cessation aids are readily available. Speak with your physician or check with The American Lung association at 800 678-5864 or www.quitnet.org.
- ☐ Eat less saturated fat (found in fatty cuts of meat and whole fat dairy products). Buy the leanest cuts available; trim all visible fat and broil or sauté, use reduced fat milk and cheese.
- ☐ Eat 1-2 servings of fatty fish per week. (This includes salmon, tuna and mackerel.) These all have omega 3 fatty acids which are good for your heart. Use heart healthy vegetable oils like olive and canola.
- ☐ Eat 5-9 fruits and vegetables a day.
- ☐ Add more unprocessed and high fiber (such as whole grains) foods to your diet.
- ☐ Learn CPR. It doesn't take a lot of time and it could save the life of a loved one. Contact your local Red Cross or check online at <http://www.redcross.org/>.
- ☐ Have regular yearly check ups with your physician (or more often as recommended by your doctor). He/she will order the appropriate tests for your age and health history.
- ☐ Find a relaxation technique that works for you and one that you'll practice regularly. Reading, meditation, naps, spending time in nature, hot baths and deep breathing are a few suggestions.



Employee Health and Wellness

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Web site: <http://www.michigan.gov/mdcs> and scroll to Employee Health and Wellness Web site

email: MDCS-WOW-WorkingOnWellness@michigan.gov **3.11.1**

Officer provides aid



Officer Timothy Wolford

Officer Timothy Wolford, White Lakes Correction Center/TRV, and his public works crew had just finished their morning assignment at the Pontiac Silverdome and were returning to the Pontiac Department of Public Works yard when they witnessed the aftermath of a bus accident.

Officer Wolford ordered his crew to remain in the vehicle. He then grabbed his first aid kit and proceeded over to the bus driver who had been ejected from the vehicle. Two Consumers Energy Company employees also ran to the scene. While they checked the injured man, Officer Wolford searched the destroyed bus to make sure there were no other occupants.

After finding the bus empty, Officer Wolford assisted in keeping the severely injured bus driver as comfortable as possible and also applied gauze to stop as much bleeding as possible. He remained on the scene until EMS and the Police arrived.

Officer Wolford is a ten-year veteran of the MDOC and rendered as much assistance as possible. Officer Wolford's Public Works crew followed his directive to remain in the vehicle and allowed him to help the injured bus driver. *F.Y.I.*

Kent County staff participates in community transition fair



Kent County Sheriff Larry Stelma welcomed participants.

The Kent County Probation, Parole and Correction Center staff participated in Kent County's Transition to Community Resource Fair organized by the Delta Strategy Offender Dialogue/Action Team.

The event was hosted by the Kent County Sheriff's Department Community Re-entry Center/Work Release Program. Information was provided on legal services, job services and other community support services that are available for ex-offenders, probationers, parolees and individuals in Kent County.

The program touched on the barriers that keep the population from being successful in transitioning back into the community and illustrated how private, non-profit, faith-based and government organizations collaborate to provide needed support services to reduce recidivism. *F.Y.I.*

A February 12, 2004 message from Governor Jennifer Granholm

Dear Colleague:

Today, Budget Director Mary Lannoye is presenting my budget for Fiscal Year 2005 to the Michigan Legislature. This budget is more than just pages of columns and rows, more than just facts and figures, debits and credits. It is a roadmap guiding our state to the destination we all seek - a strong, healthy economy and a great quality of life.

This year, as every state employee knows, our revenues are projected to fall \$1.3 billion short of our expenses. I thought you would want to know some of the main causes of this challenge:

1. Increased costs in the Family Independence Agency due to increased numbers of people in poverty;
2. Increased costs in the Department of Community Health due to increases in the Medicaid caseload caused by increased unemployment;
3. Increased costs in Department of Corrections due to "truth in sentencing" that keeps the back door closed while the front door remains open;
4. Increased payroll costs due to increases in health insurance costs, scheduled pay raises, and an increased contribution to the employee pension fund;
5. Decreased revenues from income, sales and estate taxes due to scheduled tax cuts and the continued sluggish economy; and
6. Decreased revenues from the Federal government (nearly a \$700 million drop).

Mary Lannoye and our leadership have had to fix this seemingly impossible problem. I have been clear that I am willing to take the unpopular step of raising more revenue through tax increases, and the 2005 plan reflects that.

And I know you want to know how the 2005 budget may impact you. First and foremost, my plan this year is to protect the 4 percent raises that were negotiated and avoid having to ask for unpaid furlough days. I remain determined to phase out the need for concessions, and we will be working with your union representatives to find ways to achieve these savings. I look forward to a time when we no longer must look to employees to help us balance the budget, but for now, I can only express my deepest gratitude for all you do.

Two weeks ago, in the State of the State address, I set forth a seven-point plan that will allow our state to reverse the job losses we have experienced over the last three years and become an economic powerhouse in the 21st Century. My plan to grow Michigan's economy will create new tools for retaining the jobs we have today and bringing new jobs to our state. At the same time, my plan will strengthen our schools, make health care more available and affordable for our citizens, and protect our irreplaceable natural environment. Our state cannot afford to choose between strategies that will attract and retain jobs, and measures that would improve our quality of life - we must do both if Michigan is to win the competition for economic growth in this century.

My budget for the 2005 fiscal year reflects this critical balance. It makes necessary reductions in state spending without sacrificing the education of our children or the health of our most vulnerable citizens. It protects scheduled tax cuts - and avoids general tax increases - to make us more competitive in our efforts to attract and retain good businesses and good jobs.

While I have been your Governor for barely a year, this budget represents the fourth time we have confronted the need to reduce state spending because of the impact the national economic downturn has had on state revenues. Over this last year, I have traveled the length and breadth of Michigan to hear the thoughts of citizens - the ultimate stakeholders whom you and I serve - about how we should meet this challenge. Wherever I have gone, I have heard a consistent message - eliminate inefficiency wherever you can find it, and when you must cut important programs, don't sacrifice Michigan's future. Find ways to maintain the quality of life that makes Michigan a great place to live, work and do business.

Guided by those principles, we eliminated almost \$3 billion in deficits in 2003. We did it by waging war on waste, a war that will continue everyday that I am your Governor. We tapped your creative power to find ways to do more with less. We asked local units of government and our colleges and universities to do what every Michigan family does when times get tough - tighten their belts. And we have asked people, most notably you, to make sacrifices so that the things that matter most to us in Michigan could survive this economic storm. Last year it was my strong position that further cuts, through layoffs in our already tight work force, would both be detrimental to you and to the quality of your work. I am proud that we took that stand, and it was supported by you and by the leaders of our unions.

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DOC Promotions for January 2004

Jan-4	ABBATOY JOHN W	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-4	BAILEY EDWIN F	SHIFT SUPV-3	MID-MICHIGAN FACILITY
Jan-4	BARABOLL WALTER G	SHIFT SUPV-2	RYAN FACILITY
Jan-4	BUTLER DAVID S	SHIFT SUPV-1	IONIA MAXIMUM
Jan-4	CLAYTON SEAN P	RESIDENT UNIT OFFICER-E	CARSON CITY FACILITY
Jan-4	COPELAND BOBBY C	ASST RESIDENT UNIT SUPV-1	PARNALL FACILITY
Jan-4	CROWLEY JOHN R	SHIFT SUPV-2	PARNALL FACILITY
Jan-4	ENGMARK MICHAEL J	SHIFT SUPV-2	PARNALL FACILITY
Jan-4	FERGUSON GARY D	SHIFT SUPV-1	CARSON CITY FACILITY
Jan-4	FINDLAY JAMES R	RESIDENT UNIT OFFICER-E	CARSON CITY FACILITY
Jan-4	GRIMES KATHI S	ASST RESIDENT UNIT SUPV-1	COOPER STREET
Jan-4	HILL KIM A	RESIDENT UNIT OFFICER-E	ALGER MAX
Jan-4	KLEE PAUL D	STATE ADMIN MANAGER-1	CRANE FACILITY
Jan-4	MAJCHROWSKI KAREN R	ASST RES UNIT SUPV-1	PARNALL FACILITY
Jan-4	MCGUIRE WAYNE R	RESIDENT UNIT OFFICER-E	KINROSS/HIAWATHA
Jan-4	MICHELLI SCOTT O	SHIFT SUPV-3	OJIBWAY FACILITY
Jan-4	MIKEL DENISE C	SECRETARY-E	FIELD OP REGION III
Jan-4	MILLER KREG J	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-4	MORGEL KEVIN J	ASST RESIDENT UNIT SUPV-1	COOPER STREET
Jan-4	MULLEN CHARLENE A	ASST RESIDENT UNIT SUPV-1	MARQUETTE BRANCH
Jan-18	OCWIEJA JOHN Z	STATE ADMINISTRATIVE MGR-1	SOUTHERN MICHIGAN
Jan-18	RITZ CARLA S	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-18	ROGERS CYNTHIA F	PAROLE/PROBATION OFFICER	FIELD OP REGION II
Jan-18	ROWELL JASON M	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-18	SHEETS KATHLEEN D	TRNSPRTATN OFCR-E	MID-MICHIGAN FACIL.
Jan-18	SIDUN LYNN D	RESIDENT UNIT OFFICER-E	HURON VALLEY MENS
Jan-18	SMOLINSKI ANN M	PROGRAM COORD-A	BELLAMY CREEK
Jan-18	THOMAS JASON A	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-18	VERT ALEX R	CORRECTIONS SHIFT SUPV-1	KINROSS/HIAWATHA
Jan-18	WESTBROOK DANAA	RESIDENT UNIT OFFICER-E	MUSKEGON FACILITY
Jan-18	WILLIAMS CHAD H	ASST RESIDENT UNIT SUPV-1	COOPER STREET
Jan-18	WILLIAMS FORREST D	STATE TRANSITIONAL PROFSNL-E	IONIA MAXIMUM
Jan-18	WOLFE RAY M	SENIOR POLICY EXECUTIVE	CENTRAL OFFICE

A message from Governor Jennifer Granholm — *continued from page 7*

If we had chosen to close the budget gap through general tax increases - a nearly impossible scenario given the need for legislative and/or voter approval - we would be creating a huge disincentive to new job creation in Michigan. And, on the other hand, if we were to make deep cuts in education, in health care and environmental protection, we would repel the very people and investment we must attract to our state.

The budget I submit to the Legislature today - in the continuing economic storm about us - takes us closer to the vision we seek: the most attractive state in the country to live, work, and grow a business. Through your continued commitment to public service, even at a time when you are quite literally being asked to do more for less, I hope you appreciate the great good you are doing for the future prospects of this state. I appreciate your public service more than I can express. As always, I am proud and honored to serve with you during these remarkable times.

Sincerely,

Jennifer M. Granholm
Governor